STRATEGIC PLAN 2015-2030

CMS COLLEGE KOTTAYAM

College with Potential for Excellence
Re-accredited by NAAC with 'A'
Grade

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PREFACE

'The College Cotym' which later on came to be known as the CMS College, was established in the year 1817 by the Church Missionary Society, England. At the time of its inception, there were no examples of colleges and universities pioneering higher education in India. In hindsight, we can proudly say that the tone set by CMS College decided the course of modern higher education in this part of the country. In its early years, the curriculum included the study of Latin, Greek, Hebrew, Mathematics, History, and Geography, besides English, Malayalam, Sanskrit and Syriac. Rev. Benjamin Bailey, the father of printing in Travancore, was the first Principal of the College. It was he who nurtured the College and set it on the road to become an institution of liberal education. In 1857, the College was affiliated to the Madras University. 'The Cotym College Quarterly', the first college magazine in South India was published by the College in 1864. The college magazine was renamed 'Vidya Sangrah' and continues to bear this name. Having started admitting woman students in 1913, the college heralds its 100 years of education of women. At every stage of its existence, the college has quietly revolutionized and guided social thinking in multifarious ways, leading to greater human dignity and brotherhood.

The college was affiliated to Travancore University in 1937. By 1957, the college was affiliated to Kerala University and it became a first grade college with degree courses and post graduate degree courses in eight and six disciplines respectively. In 1965, the Church Missionary Society transferred the management of the college along with its ownership to the CSI Synod who again transferred the same to the CSI Madhya Kerala Diocese in 1981.

With immense commitment and set goals, CMS College continues to put forth an instinct for moving ahead of times. One of the most notable accomplishments was the shift to the cyber mode. In 1985, when no other college in Kerala even thought of computers, CMS College established a fully-fledged computer training centre in the campus. CMS College was one of the rare educational institutions with internet facility in mid-90's. In 1999, the College was accorded with Five-star status by the NAAC, followed by the UGC recognition as a 'College with Potential for Excellence' in 2004. In 2006, the College was reaccredited by the NAAC at B++ level with a score of 84%. In the third cycle of accreditation, in 2014, the college was accredited at A Grade with 3.27 Grade Point Average.

The field of higher education has been undergoing radical changes over the years, opening new avenues of thought and wisdom. The shift from complete emphasis on teaching and learning to equal emphasis on teaching, learning and research has been very swift. The CMS College has been a torch bearer here too. The combined research output in terms of degrees awarded, papers published, and projects undertaken by the departments is remarkable.

The CMS College endeavours to live up to its motto, "Thy Word is Truth"; the emblem of the college being a translation of the motto. The vision of the college is to be a centre of excellence for imparting value based liberal education aimed at promoting inclusive and holistic growth of the learner. The college always strives to achieve excellence by imparting quality education through teaching, learning, research and extension activities. It inculcates values of equity, integrity, justice and quality.

Over its two centuries of existence, the college has gained moral strength and maturity of thought, the two vital ingredients for honest and academic pursuits. The vast campus and

the liberal attitude of the management provides unrestricted academic freedom to teachers and students with great motivation, paving way for further advanced developments.

The strategic plan provides the institution with a direction for the coming years and organises collaborative efforts to accomplish that objective. With its Strategic Plan for 2015–2030, CMS College Kottayam aspires to become a university and an institution of excellence that contributes to the development of an educated society. CMS College Kottayam will attain this objective through university autonomy, an innovative academic system, improved human resources, extensive research, and enough facilities. CMS College Kottayam encourages cooperation between industry and academia through supported research, consultation, and collaboration. Moreover, CMS College Kottayam prioritises upgrading its facilities to satisfy the requirements of a recognised institution. The strategic master plan promotes devoted faculty members, ambitious students, and superior infrastructure and amenities. The CMS College Kottayam Strategic Plan 2015–2030 will align all stakeholders towards common objectives, so that our collective efforts and outcomes will be greater than the sum of our individual contributions. The strategic plan would enable CMS College Kottayam to become a source of national pride and a model for higher education in India.

Principal   IQAC Co-ordinator

Vision: The CMS College shall be a centre of excellence for imparting value-based liberal education aimed at promoting inclusive and holistic growth of the learner with thrust on real-time needs.

Mission: The College strives to:

- Achieve excellence by imparting quality education through teaching, learning, research, and extension activities.
- Inculcate values of integrity, justice, and compassion in the young minds to keep alive the missionary zeal of the founders.
- Execute academic and administrative policies in a flexible environment.
- Ensure optimum utilization of resources for the benefit of society.
- Create awareness on human rights, cultural and spiritual heritage, scientific temper, and ecology.
- Empower students as the agents of transformation and equip them to face local and global challenges.

Motto

Thy Word is Truth

Institutional Strategic Plan Committee

- ☐ Rt. Rev. Thomas K Oommen, Manager
- ☐ Dr. Roy Sam Daniel, Principal
- ☐ Dr. Varghese C Joshua, Vice Principal
- ☐ Commodore Mohan Ancheri (Bursar)
- ☐ Dr. P Rajagopal
- ☐ Dr. Tomy Mathew, IQAC Coordinator
- ☐ Dr Mini Chacko
- ☐ Prof Cinny Rachel Mathew

THE PROCESS

The college's advisory committee talked about the college's plans for the future and how it should grow. In planning for the future, the committee decided that the institution's growth in many ways should be thought about, planned for, and a plan for putting it into action should be made. It was decided that there should be a strategic/perspective plan that would be used as a guide for the journey ahead. It was decided to set up a committee whose job would be to come up with a Strategic Plan Document that fits with the college's vision and mission. The college's Governing Council was told about the decision, and it agreed with it.

PHILOSOPHY GOVERNING THE STRATEGIC PLAN 2015-2030

CMS College Kottayam has been proud of its extensive history from the very beginning, back when it was still known by its previous name, "The College Cotym". Because it was the very first institution of its sort in the nation, the college could unquestionably claim that it was the institution that introduced the University System to the country. When the college first opened its doors in the year 1817, it could have been considered a university in its own right due to the fact that it was modelled after the institutions of Europe, more specifically Cambridge University and Oxford University. The college operated independently as a university from the years 1817 to 1857 as there were no universities in India then; however, as a result of the educational reforms that took place in the nation at that time, numerous universities were subsequently established in the nation, and the college got affiliated with these new universities. In the beginning, the college became affiliated with Madras University. Thereafter, it became affiliated with Travancore University, Kerala University, and in the end, it became affiliated with Mahatma Gandhi University. The institution was an affiliated college from 1857 all the way up till 2015. It was during this time that the state government started to grant academic autonomy to the state's most prestigious institutions, and the College was very sure that we deserved the same treatment as they were offering. As a result, the college decided to form an advisory committee to develop a comprehensive strategic plan for the next 15 years. Because the college's bicentennial period falls during this time period, we strongly believe that returning

to our legacy, which is to become a university in its own right, is something we should strive for. Keeping this in mind, the college has set a short-term and long-term goal for this period: **to become an autonomous college** and **a university**, respectively.

The strategic planning committee and the decision-makers had discussions about how to create the strategic plan. Students, parents, alumni, faculty, staff, business leaders, and academics all provided feedback. The opinions and perceptions of experts from the governing council, academic council, and student council were compiled. Also, feedback was obtained during college council meetings, faculty meetings, department council meetings, alumni meetings, and student union meetings. A preliminary Strategy Plan 2015-2030 was developed and presented to the Advisory Committee based on the discussions and suggestions. The advisory group reviewed the draft version, made improvements and ideas, and then adopted the Strategic Plan 2015-2030 with the required changes. CMS College Kottayam's **Strategic Plan 2015-2030** comprises of six core thrust areas or pillars to accomplish its vision. These include, **Upgradation of the college as an Autonomous College**, **An Innovative Academic System**, **The Development of Human Resources**, **Research Excellence**, **Outreach and Marketing** and **Infrastructural Development**. The Strategic Plan 2015-2030 is the institution's road map, outlining its strategy, direction, and contribution to the realisation of its vision and objectives.

SWOC Analysis for CMS College Kottayam (Autonomous)

Strengths

- Being the **forerunner of the modern higher education system** in the country, CMS has been a centre of excellence in imparting quality education since 1817. Rooted in a heritage of over two hundred years, the College has a **string of firsts to its credit**.
- The College is a philanthropic initiative of the CMS missionaries which the **management sustains as a policy** by providing **inclusive and liberal education** through revolutionary ways of breaking the stereotypes, taboos and social stigmas that prevailed in society.
- With a **diversified hereditament**, the college proudly holds the ceremonious **special heritage status** and embraces the heritage in its various forms - **socio-cultural, natural, architectural** and **literary**.
- Between the unique architecture, lush grounds, and rich history, **the sylvan campus** is a sight to behold with **natural scenic beauty** enriched with **murals**, **sculpture garden and relief sculptures**.
- The College has acquired cent percent **sustainability** in water management and IT solutions, along with energy, waste and food management which are on the threshold of attaining the smooth peaks.
- A well-equipped College **library** which has one of the largest collections of books and digital contents among the college libraries in Kerala. It is also the repository of several rare archives.
- **Auxiliary services** like Post office, Bank, Co-Operative Bank, IGNOU, Souvenir shop, student's hostels, canteen, books and stationary stalls, can be availed within the campus.
- Fair and transparent merit based faculty **recruitment and retention** process without any caste, creed, region or gender discriminations. **Long run project implementation** is possible as **faculty members are not** transferred to other locations.

Weakness

- Ageing of older buildings comes with **high costs for maintenance, outdated systems, and insufficient energy usage**.
- New constructions could **disturb the equilibrium** of the balanced ecosystem of the College.
- **Research outputs** not on par with international standards and **inadequate collaborative research** with reputed institutions need to be addressed.

- **Passive sponsorship and funding** from alumni and other sources towards the development of the College.
- **Modernisation** of laboratories and traditional classrooms in abeyance makes it difficult to navigate new challenges in higher education.
- There is a dearth of **health care measures** for faculty and students.

Opportunities

- **Heterogeneity and Versatility** of the Course Curriculum along with **diversification in terms of disciplines** offer multitudinous possibilities for learning and research.
- Kottayam, being the land of "letters, lakes and latex", there are multifarious opportunities for **social intervention**, establishing links with **media** and other pluralistic ideas for **research**.
- **Networking with premier institutes** as well as industry for advanced, applied research & academic interaction through MOUs.
- CMS is a **global brand** synergistic and meticulous to develop as an educational institution that coordinates and leverages its stakeholders in various ways relentlessly.

Challenges

- **Shift in demand pattern** from pure science and humanities sector to engineering, technology and service.
- **Early retirement** of experienced faculty members.
- Competition from other **foreign universities** that may set up their operations in India in near future.
- Cascading effects of global **recession and pandemic** have an impact on higher education.
- Attractive terms and conditions offered by **corporate sectors** to the industrious students, reducing the availability of earnest scholars for higher studies especially in research.

SHORT- TERM GOAL

Strategic Goal 1: The advisory committee proposed that CMS College Kottayam's short-term strategic goal be **to become an autonomous institution by 2017.**

SUB-GOAL I: Increased learning outcomes of the students.

The following are proposals to improve the learning outcomes of students

Approach 1: Modernization of existing class rooms and laboratories.
- The college owns a tradition of two centuries with old monumental buildings. Though this colonial infrastructure contributed to the prestige of the college, it has certain limitations in setting up the facilities demanded by the modern educational system.
- The college has already undertaken certain measures in this direction especially in the establishment of smart class rooms, but yet there is a long way to carry out the dreams of making the whole college modernized.
- Our plan is to retain the existing infrastructural heritage along with more modern class rooms for the students in order to elevate their learning situation in a way that suits the current global trend.

Approach 2: Developing infrastructure facilities.
- Expansion and modernization of existing infrastructure so that each department is equipped with basic infrastructure for UG, PG and PhD programs.
- Improving scope and avenues of proper utilization of the heritage building without affecting the heritage character and status.
- Building a new library block, archive and a museum for the conservation, maintenance of repositories of intellectual heritage resources.
- An indoor stadium and gymnasium.

Approach 3: Expert lectures under Visiting Faculty Programme
- This facility is proposed to bring faculty and scientists from reputed national and international institutions and industries to deliver lectures.
- Arrangements also will be made for the Live and deferred streaming of lectures so that more number of students can have access to the content.
- The Edusat facility will be strengthened for receiving and telecasting expert lectures from other premier institutions.

Approach 4: Conduct remedial classes to weak students.
- It is proposed to strengthen remedial classes to the weak students in such subjects during evening hours and holidays.
- The services of faculty, guest faculty, PG students, research students and experts from outside the institution will be utilized for the purpose.

Approach 5: Provide scholarships to attract talented students

- It is proposed to establish a corpus fund for each department to offer attractive scholarships to meritorious students as well as for those coming from economically weaker sections.
- The college is planning to support the post graduate level projects and dissertations, which is mandatory in the case of PG programme, by providing financial assistance to students.

Approach 6: Establish Educational Resource Centre.

- It is proposed to establish an Educational Resource Centre for content generation, consolidation and management.
- A digital media studio for content generation will be used for content generation in video and text format on various topics.

Approach 7: Fostering Add-on courses.

- The college offers a dozen add-on courses on diverse topics for the benefit of the students in acquiring knowledge in their field of interest other than the course they are doing.
- Massive Online Open Courses, (MOOC) the new venture that the college has taken up opened its horizon to various courses offered by the international prime universities.

SUB GOAL II: Enhancement of research and consultancy activities.

Approach 1: The establishment of C M S Centre for Research and Innovation (CMSCRI):

- The main objective of the CMSCRI is to organize, carry out, and evaluate the basic and applied research programmes of the College.
- The Centre also assists the research community of the College by providing technical consultancy.

Approach 2: Establishment of Centre for Nano-Bio-Science.

- This is a collaborative project between Toyo University, Japan and CMS College.
- In this project we have the opportunity to use the research facilities of TU (during the first stage) and to develop a dedicated lab on our campus, at a later stage.
- Short term visits by CMS faculty to TU campus is also planned.

Approach 3: Setting up a Publishing Division:

- We intend to establish a new Publishing Division in order to enhance the research activities.
- Through this publishing unit, we propose to publish the academic output of each department in the form of a newsletter.

- In the near future, we intend to publish an in-house journal incorporating the publications and research works of all the faculty, research scholars and students, and following that, we would also like to publish an international refereed journal.

SUB-GOAL III: Improving employability of graduates.

Competitive worlds require employment. Today, graduates need employable skills as well as degrees. Ninety percent of our pupils want to work after college, while ten percent want to study. Our students lack employable skills, which limits us. We're proposing changes to address student requests because we've noticed this trend.

Approach 1: Establish a Soft Skill Development Centre (SSDC)

The centre runs Graduate Gateway Programs. According to recruiters, rural and economically disadvantaged pupils lack communication and soft skills. The centre's duties are:

- Conduct intensive training programme for communication skills (read, write, speak and listen), functional mathematics, and logical reasoning.
- Act as a finishing school to improve the soft skills of the students.
- To conduct regular training and counseling programmes to develop positive attitude in students.
- To conduct various awareness programmes and empowering measures to help students to overcome the gender barriers in certain jobs, which derive its relevance as part of our centenary celebrations of women's access to higher education.

Approach 2: Strengthen the facilities of the Career Guidance and Placement Cell

Through efforts such as 'feel employable,' our college's Career Guidance Unit does a commendable job of placing students. It is suggested to equip the institution's Career Counselling and Placement Cell with cutting-edge amenities. Facilities for group discussions, conference rooms, interview rooms, and a digital seminar room with audio and video conferencing capabilities will be built.

Approach 3: Increase the vocational content in the curriculum of UG programmes.

- To establish vocational courses for specific trades and occupations
- To establish Finishing Schools which provide industry-relevant experience.
- To connect communicative English to visual media and Malayalam to print and publication.
- Supplemental skill development includes preserving flowers, mushrooms, squash, jam, and jelly.
- Establish a 'Graduate Gateway Programme (GGP) to increase the employability for UG students.

Approach 4: Utilizing the network of alumni to bring in more companies/ institutions for recruitment.

- The services of alumni will be utilized for giving employment orientation to students and also for bringing more companies for recruitment.
- Having identified the alumni and students who have interest and capabilities in the film industry, a Film Institute is proposed by the Alumni Association to commemorate the late Malayalam Cinema directors and alumni of the college, Aravindan and John Abraham who gave a novel dimension to Malayalam film industry.
- The Film Institute will be the first step in this direction which would provide the students an exposure to the technicalities of the film production and would be a centre that promotes film appreciation.

Approach 5: Designing industry- oriented curriculum.

- On obtaining the academic autonomy, the College is planning to design and implement a curriculum which will address the needs of the industry.
- Participation of industry will be utilized to frame a demand driven curriculum.
- Industrial visits will be promoted and students will be encouraged to undertake industry related projects.

SUB- GOAL IV: Improving interaction with industry and society.

Approach 1: In order to catalyse the growth and development of interaction between the College and the industry, a separate cell Industry-Institute Interaction Cell (IIIC) will be established.

- IIIC coordinates with all the faculties of the College and Industry
- Enables academics to take a sabbatical in industries, provide internships for students in industries, which will prepare the students better for entering the industry.
- Helps to create an industrial chair in the College and to enable the appointment of experienced industry resource persons as visiting faculty in the College.

SUB GOAL V: To promote sustainable practices to realize the "Green Campus"

Approach 1: Converting the entire campus into a botanical garden.

- The college has a sprawling campus that spreads over 30 acres, of which approximately 10 acres are virgin forest. It is the abode of a large variety of plants and animals. This patch of forest, with its rich biodiversity, acts as the lungs of Kottayam town.
- As a matter of fact, the college proposes to conserve this space with its rich diversity of flora and fauna and develop a biodiversity park for the preservation of this land in abundance.

Approach 2: Establish renewable energy systems and promote international exchange programmes.

- The College proposes to develop and promote new and emerging technologies in the Renewable Energy sector.
- The college also wishes to establish linkages with national and international institutions for active collaboration in the area of green energy.

Approach 3: Rain Water Harvest

- The college has a rain water storage tank of capacity around 150KL.
- It is proposed to develop a good model, both for storing the water for direct use and recharging the ground water.
- It is also proposed to conduct rain water harvesting studies which in turn would develop the college as a hub to impart knowledge and expertise on water conservation system.

Approach 4: Waste Management

- Students and faculty should be educated with proper waste management system.
- The degradable waste should be decomposed through an efficient management system functioning in the campus. Non degradable wastages including plastic and substances like glass should be contained in impoundment reservoirs and other disposal facilities.
- The incinerators of varied capacities will be installed at various spots of the campus, significantly to reduce the solid wastes.

Approach 5: Organic Farming through Participatory Learning.

- The requirements of the plants will be cultivated in controlled environments as part of the implementation of organic agricultural practises.
- The crops will be cultivated with trickle irrigation and fertigation techniques while encased in high-quality anti-virus nets.

REVIEW PROGRESS - BALANCE SCORECARD (SHORT-TERM GOAL)

SL. No	Milestones	Timeline
1	Expansion and modernization of existing infrastructure so that each department is equipped with basic infrastructure for UG, PG and PhD programs.	2017
2	Improving scope and avenues of proper utilization of the heritage building without affecting the heritage character and status.	2016
3	Enhancing the library block, archive and a museum for the conservation, maintenance of repositories of intellectual heritage resources.	2019
4	An indoor stadium and gymnasium.	2018
5	Establish the Centre for Research and Innovation (CRI) to foster the research activities and attain the global standards.	2018
6	Enhancement of facilities for demand driven research and development to augment postgraduate and doctoral level studies, which in turn will open up new areas for providing consultancy and carrying out industrial/social testing.	2018
7	Establish a 'Graduate Gateway Programme (GGP) to increase the employability for UG students. Introduce Finishing school for all UG degree programmes through GGP.	2017
8	A comprehensive faculty development program to encourage innovative teaching practices, outcome based tertiary education, time relevant courses, self-propelled growth in research and development through participation and contributions in International/ National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange programs both at post graduate and doctoral levels.	Periodical

9	To provide training for technical, administrative and supporting staff for enhancement of their skills.	Periodical
10	To achieve autonomous status in 2 years.	2015
11	Creation of Centres of Excellence.	Periodical
12	Implementation of a well-defined and time bound plan of cooperation with the networked institutions / industries and open up avenues for collaborative research with Institution of importance and Universities abroad. A proactive effort for intensive interaction with industries through student training, faculty internships, collaborative consultations and contract research.	2017 onwards
13	A strategic plan for enhancing participatory management in academic, administrative and financial affairs.	2017
14	Establishing renewable energy systems and promote international exchange programme in the area of green energy.	2019
15	Preserve and nurture the lush green campus and promote and encourage eco-friendlier concepts (viz water harvesting).	2019
16	Establishment of an automation (viz MIS) system.	2020
17	Installation of the incinerators of varied capacities that will be installed at various spots of the campus, significantly to reduce the solid wastes.	2019
18	Organic Farming through Participatory Learning.	Periodical

LONG – TERM GOAL

STRATEGIC GOAL 2: The advisory committee proposed that CMS College Kottayam's long-term strategic goal be **to become a University and an Institution of Excellence by 2030** by exercising academic and administrative autonomy in accordance with a detailed plan.

Sub-Goal 1: Promoting the College's Reputation Nationally and Internationally.

Approach 1: Achieve success in national and global rankings, accreditations, and certifications.

- To become one of the most prestigious higher education institutions in India by 2023 by performing well in the NIRF India Rankings and receiving the highest grade in NAAC re-accreditation.
- By 2029, CMS College Kottayam is to be ranked among the top 500 institutions of higher education in the world by QS.

Approach 2: Obtain a higher level of excellence in order to be prepared for greater autonomy.

- To become a DBT Star College by 2023, thereby enhancing the research capacity of undergraduate students.
- To become a degree-granting University by 2030 and thereby wield broad academic and administrative autonomy in order to attract students from India and around the world.

Approach 3: Recruiting international and out-of-state students to diversify campus.

- Get 8 new overseas students enrolled each year.
- Accept minimum of 10 students annually from other Indian states, preferably from underdeveloped areas of the country.

Sub-Goal 2: Improve human resource management through merit-based hiring, ongoing professional development and enhancement programmes for academic staff, support staff, and students, ISO 9001:2008-certified administrative operations, and a move to a green, paperless workplace via the enterprise resource planning (ERP) software system Workflow, which offers institute-wide e-services.

Approach 1: Excellent faculty should be recruited, nurtured, and kept.

- Applicants having a doctorate and post-doctoral experience will be given precedence in the recruitment process

- Every employee will be provided with a career path. Promotions will be based on evaluations of performance in a number of areas, including teaching, research, student mentoring, sponsored research, collaboration with industry, participation in society, Institute service, and national-level activities, with both quantitative and qualitative benchmarks.
- Continuous training and professional development programmes will be provided to the faculty for enrichment and to equip them for tech-enhanced teaching. By 2020, every faculty member will have MOODLE expertise.
- By 2025, incentives and assistance will be increased to guarantee that at least 80% of the teachers hold a Doctorate.

Approach 2: Enhancing campus life and student development.
- Enrich Student growth through pedagogical innovation, multidimensional integrated learning, and student-centred instruction.
- Students will develop leadership, teamwork, and communication skills through the implementation of confidence-building and skill-development training programmes.
- Service learning will be achieved by exposing students to societal realities, experiences, and extension activities.
- Innovation, entrepreneurship, start-ups, and hackathons will be introduced to students in order to cultivate innovative excursions. In 2018, Innovation Cell will be established.
- The placement of students will be tailored to the students' ambitions and employers' expectations. By 2021, the goal is for all students to participate in internships/start-ups or continue higher education.
- Establishment of electoral club.

Approach 3: Increasing the use of electronic governance solutions in the administration and student services in order to provide openness and efficiency.

- Plan and implement e-governance in Administration, Admission, Finance and accounting, the Evaluation system, and teacher-student interactions.
- Plan and execute e-governance for the accreditation and documentation processes.
- Integrate e-governance and infrastructure maintenance and problem-solving automation.
- Deployment of electronic filing via online portals.

Sub Goal 3: Improve college infrastructure to handle an increase in enrolment, research, library, knowledge development, and transfer; contribute to a higher quality of life on campus.

Approach 1: Adapt the infrastructure and facilities to evolving technological demands.

- By 2025, a fully-furnished central Library Complex will be constructed with all cutting-edge amenities.
- By 2024, a well-furnished, technologically advanced Seminar Hall is going to be constructed.

- Accelerate construction of the Central Instrumentation Lab for Research by 2024.
- By 2024, a Central Computer Lab will be constructed for online examinations and professional placement training.
- Increase the internet capacity and Wi-Fi by 2020 to accommodate 4G and future communication technologies.
- By 2021, all classrooms at the institutions will be equipped with modern ICT-enabled devices

Approach 2: Improve ecofriendly, energy-efficient, and sustainable infrastructure and facilities in accordance with evolving technological advances

- Plans to improve waste water treatment to achieve zero discharge by 2021 and develop biogas plants for waste disposal.

- Implemented energy saving strategies include enhancing the energy efficiency of appliances and utilising renewable energy sources.

- Increase the renewable energy sources by installing solar panels on all buildings and achieving energy independence by 2024.

- By 2020, more than 90 percent of lighting and other electric needs will be met by LED lighting, LED fans, invertor AC, and other energy-efficient products.

Approach 3: Infrastructure designed to improve the quality of life in campus

- Development of new multi - storied buildings to accommodate new programmes, seminar rooms, and multipurpose auditoriums will be completed by 2025 as part of the institution's road towards University status.
- By 2021, complete and make available a Girls Hostel with modern and women-friendly amenities.
- Maintenance and improvement of the UG and PG Boys Hostels by 2020.
- By 2021, a lift, ramps, additional Disabled-friendly infrastructure, and improved sports infrastructure will be erected and completed.
- Establishment of the centre for International Office.

Sub Goal 4: Research and Development

Approach 1: Enhancing physical assets and infrastructure for research contributions

- By 2021, a research-focused Central library with multiple infrastructures conducive to research will be built.
- The seed money allocated for research during each academic year will increase by 30% annually till it reaches 12 lakhs annually by 2024.
- By 2023, the present instrumentation lab will be upgraded with more contemporary research equipment to form a central instrumentation lab.

Approach 2: Enhancing the research outcomes.

- Publishing in prestigious publications and presentation at conferences attended by the world's foremost researchers will be encouraged. By 2025, the institution's h-index is expected to be greater than 20.
- Facilitative measures will be implemented to expedite the production of high-quality research works. By 2024, the institute aims to confer or develop 15 PhDs annually.
- Within six months of becoming eligible, all Ph.D.-holding faculty who meet university requirements will have earned Ph.D. guidance.
- The institution will financially assist the filing of patents, with the goal of filing at least one patent application each year by 2022.
- Training and infrastructure-related consulting initiatives will be strengthened. By 2024, it is anticipated that the annual amount received through consulting fees will reach 10 Lakhs.

Approach 3: Research Funding and Collaborations.

- All attempts will be made to increase internal funding for research to a maximum of 10 Lakhs per year through benefactors, alumni, and industry-collaborated projects. More industrial projects will be exposed to the researchers.
- Raise government, UGC, DBT, DST, SERB, etc. research funding to a maximum of 30 Lakhs per two years.
- Each research group in each department will collaborate with at least one industry/research institution.

REVIEW PROGRESS - BALANCE SCORECARD (LONG-TERM GOAL)

SL. No	Milestones	Timeline
1	Achieve success in national and global rankings, accreditations, and certifications.	2023
2	Obtain a higher level of excellence in order to be prepared for greater autonomy.	2030
3	Recruiting international and out-of-state students to diversify campus	Periodical
4	Excellent faculty should be recruited, nurtured, and kept.	Periodical
5	Enhancing campus life and student development	Perodical
6	Increasing the use of electronic governance solutions in the administration and student services in order to provide openness and efficiency.	2023
7	Increasing the use of electronic governance solutions in the administration and student services in order to provide openness and efficiency.	2022
8	Adapt the infrastructure and facilities to evolving technological demands.	Periodical
9	Improve ecofriendly, energy-efficient, and sustainable infrastructure and facilities in accordance with evolving technological advances	2022
10	Infrastructure designed to improve the quality of life in campus	Periodical
11	Enhancing physical assets and infrastructure for research contributions	Periodical
12	Enhancing the research outcomes.	Periodical